



CITY OF CAMBRIDGE • EXECUTIVE DEPARTMENT

Robert W. Healy, City Manager

Richard C. Rossi, Deputy City Manager

February 16, 2011

To: Department Heads

From: Robert W. Healy
City Manager

Re: The Living Wage Ordinance Cost of Living Adjustment

The Living Wage Ordinance (2.121) provides, at 2.121.030 (b), that the wage shall be upwardly adjusted each year no later than March 1st in proportion to the increase in the Annual Average Consumer Price Index for the prior calendar year for All Urban Consumers (CPI-U) in the Boston area, as published by the federal Bureau of Labor Statistics.

For calendar year 2010 the CPI-U increased by 1.57 %. Therefore the new living wage, as of March 1, 2011 is \$13.90. This amount should be communicated to vendors subject to the Living Wage Ordinance and will be used to adjust pay for appropriate city employees. A list of your department's affected employees is being forwarded to you. This shows old and new wage rates.

The Personnel Department will take the necessary steps to adjust affected employee wages in the Personnel/Payroll system during the week of March 1. For City employees, this change will be implemented effective February 27, 2011, so there will be no need for retroactive payments, as we are making the change at the beginning of a pay week. If you have any questions pertaining to these new rates please contact Sheila Keady Rawson in the Personnel Department (617-349-4332).

The adjustment does not affect any existing contractual agreements unless the terms of those agreements so require. Questions concerning applicability and enforcement of the ordinance should be directed to the Law Department or the Purchasing Department.